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From Division or Department PERSONNEL RELATIONS  
FILE NO. 761.3  
RE LETTER OF  
SUBJECT Long Term Disability  
Unused Sick Leave  
To Division or Department

November 9, 1983

MR. S. M. BALDASSARRE:

It has been brought to our attention that some employees who are being pensioned from Long Term Disability are not receiving pay upon retirement for unused sick leave. This problem affects only those employees who were on Workers' Compensation Payroll prior to going on the LTD Payroll.

Employees who are industrially injured go from Workers' Compensation Payroll directly to the LTD Payroll without using any sick leave. All other employees applying for Long Term Disability use all of their current and accrued sick leave before being placed on LTD.

Section 112.9 of the Agreement between Pacific Gas and Electric Company and Local Union 1245 I.B.E.W. states: "If a regular employee is required permanently to leave the service of Company because of physical disability, he shall, on termination of employment, be entitled to an allowance which shall be the equivalent of the sick leave to which he would be entitled under the provisions of Sections 112.1, 112.2, 112.3, and 112.4." The Industrial Relations Department has interpreted pensioning from Long Term Disability as termination of employment because of physical disability.

In the future, Payroll Change Tags for retiring LTD employees will be accompanied by a list of those employees who were on Workers' Compensation prior to going on LTD. Please check the records of these employees and reimburse them for any unused sick leave.

If you have any questions regarding this procedure, please contact Sandy Edens on extension 3619.

  
BARBARA A. COULL

SSEda (3619):jza

- cc: Division Personnel Managers  
LCBeanland  
IWBonbright  
EMConway  
NRFarley  
HEHberman  
JEMartinez  
LLMellott  
ERPedersen  
WKSnyder  
CSouthard  
CEWelte